

ogeysiis shaqaalaha k u

Fasaxa Bukaanka iyo Badbaadada ee Degmada Minneapolis

MAXAY

Sharciga dawladda hoose Fasaxa Bukaanka iyo Badbaadada ee Degmada Minneapolis waxay xaqiijinnaya in dhammaan shaqsiyadka ka shaqeeya. Degmada oo xaqa u leh inay helaan maqnaansho lacag lagu siiyo goorta iyagu ama xubin qoyska ka tirsan ay xanuunsan yihiin, dhaawac qabaan, u baahan yihiin daryeel caafimaad ka hor tag ah, ama raadsannayaan kaalmo dhanka rabshadaha qoyska, gacan ka hadal galmada la xiriira, gaadmo, ama arimo dhanka ammaanka la xiriira. Sharciga dawladda hoose waxaa looguna dan-leeyahay in shaqaalaha loogu oggolaadoin ay daryeelaan nafsadooda iyo xubnaha qoyskooda, si Minneapolis looga dhigo meal ladan, oo in badan ammaan ah, oo ah jaaliyad aad wax soo saar u leh.

KUMA

Sharciga dawladda hoose ee Fasaxa Bukaanka iyo Badbaadada wuxuu quseeyaa dhammaan shaqaalaha ka shaqeeya xuduuda degmada Minneapolis oo 80+ saacadood sanadkiiba shaqeeya. Way u qalmaan dhammaan shaqaalaha nooc kasta isugu jira, oo ay ku jiraan kuwa shaqeeya wakhti buxa, wakhti nus, xiliyada, tabbarle lacag ku shaqeeya iyo shaqaale ku meel gaar ah. Shaqaalaha ugu yaraan waxay qaadanayaan sicir 1 saac ah oo lacag la siinayo (sicirka caadiga ahaa iyo manfacyadii) wakhti badbaadada iyo xanuunka ee 30 saacadood ee la shaqeeyay.

Si kastaba ha ahaatee, haddii ay jiraan 5 ama in ka yar shaqaalaha urur, off markii laga yaabaa in aan la bixin. Loo-shaqeeyayaasha waa in waqtii hore-load ama u oggolaadaan shaqaale kasta si ay u helaan ugu yaraan 48 saacadood sannadkii, taas oo waa in ka badan sannad ka sannad, ilaa gaarey 80 saacadood markii buka iyo amaan ee uruurtay oo aan la isticmaalin inta lagu guda jiro sano ee xiga.

ISTICMAA LAYA

Shaqaalaha wakhtigooda fasaxa waxay isticmaali karaan dhammaan sabab kasta oo Sharciga dawladda hoose u degsan ku qoran:

- Daaweyn, soo kabasho, ama daryeel ka hortag ee dhanka xaaladdaha caafimaadka ama caafimaadka dhimirka, xanun, ama dhaawac.
- Raadsashada sharci fulinta, la talin, ama adeegyo kale oo loo raadsado gaboodfalka guryaha ka dhaca, gacan ka hadal galmada la xiriira, ama gaadmada.
- Xirmashada goobta ganacsiga shaqaalaha ee sababo caafimaadka dadweynaha la xiriira.
- U baahan waxyaabo la xiriira daawayn caafimaad, caafimaadka dhimirka, ama badqabka jir ee xubnaha qoyska (ubad, say/xaas, wehel, waalid, awoowe/ayeyeo, ama xubin aqalka qoyska ka tirsan); ama iyadoo si lama filaan ah loo xiro xubin qoyska ka mid ah iskoolkooda ama goobtooda daryeel, oo uu ku jiro waxyaabo jawiga la xiriira.

Waxay hirgalaysa 1da Luulyo, 2017



Shuruudaha

Marka shaqaalaha uu soo codsado, shirkadda loo shaqeeyo waa inay fidisa, si qoraal ama qaab elektaroonig ah, xog sheegaysa qofka shaqaalaha ah markas inta uu haysto ee:

- ✓ Saacaddaga shaqaalaha u ururtay ee xanuunka iyo badbaado.
- ✓ Saacaddaha badbaadada iyo xanuunka ee uu isticmaalay.

Isticmaalka fasaxa saacadda ama Fasaxa Bukaanka iyo Badbaadada, shirkadda loo shaqeeyo waxaa dhici karta in ay u baahato in ogeysiis hore ah la siiyo sida ugu dhaqsaha badan oo suurtogalka ah -- kama badnaan karto 7 maalmood -- iyo sharaxaad caqli gal ah ee baahida.



Cabashoo

Haddii shaqaalaha uu rumeysan yahay in lagu xad gudbay Sharciga dawladda hoose ee Badbaadada iyo Xanuunka, fadlan ku soo wargeli Dowladda Hoose ee Minneapolis Waaxda Shaqada ee [the City of Minneapolis Labor Standards Enforcement Division located at 350 S. Fifth St. - Rm. 239, Minneapolis, MN 55415, adiga oo soo waca 311, ama qatka internetka: www.minneapolismn.gov/sicktimeinfo.



Aargudasho mamnuuc

Waa sharci daro in shirkadda loo shaqeeyo ama shaqsi kale oo kasta inuu fargellin ku sameeyo, xannibo, ama diido in lagu dhaqmo, ama la isku dayo inuu ku dhaqmo, xuquuq kasta oo la dhowro oo hoos timaada Sharciga dawladda hoose ee Badbaadada iyo Xanuunka ee [Minneapolis Sick and Safe Time Ordinance.]

WARQADDAN WAA IN LAGU DHEJIYAA MEEL SHAQAALUHU AY SI SAHLAN UGA AKHRIN KARAAN
(Warqadda waxaa lagu daabaci karaa warqad cabbirkeedu yahay 8 1/2" x 11")

Ma qabtaa su'aalo? Halkan waxaan u joognaa in aan ku caawino: sicktimeinfo@minneapolismn.gov ama wac 311. For reasonable accommodations or alternative formats please contact the Minneapolis Civil Rights Department at 612-673-2091. People who are deaf or hard of hearing can use a relay service to call 311 at 612-673-3000. TTY users can call 612-673-2157 or 612-673-2626. Para asistencia 612-673-2700, Yog xav tau kev pab, hu 612-673-2800, Hadii aad Caawimaad u baahantahay 612-673-3500.